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This is a joke right? 12 weeks of sick time is egregious. If they wanted 3 months off a year they should have become teachers. No office holder of any kind should be allowed 4 weeks of unexcused medical absence. Two weeks is too many. What do they think they are getting paid for? And what's the penalty for violating the rule? More time off? I have been with my employer for 26 years and I get 4 weeks of vacation time and no sick time. Absences are only excused with doctors notes. If I miss three days without calling in I get fired. Lets get these folks back to reality.

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